



# Law-Enforcement Training in Virginia

August 2020



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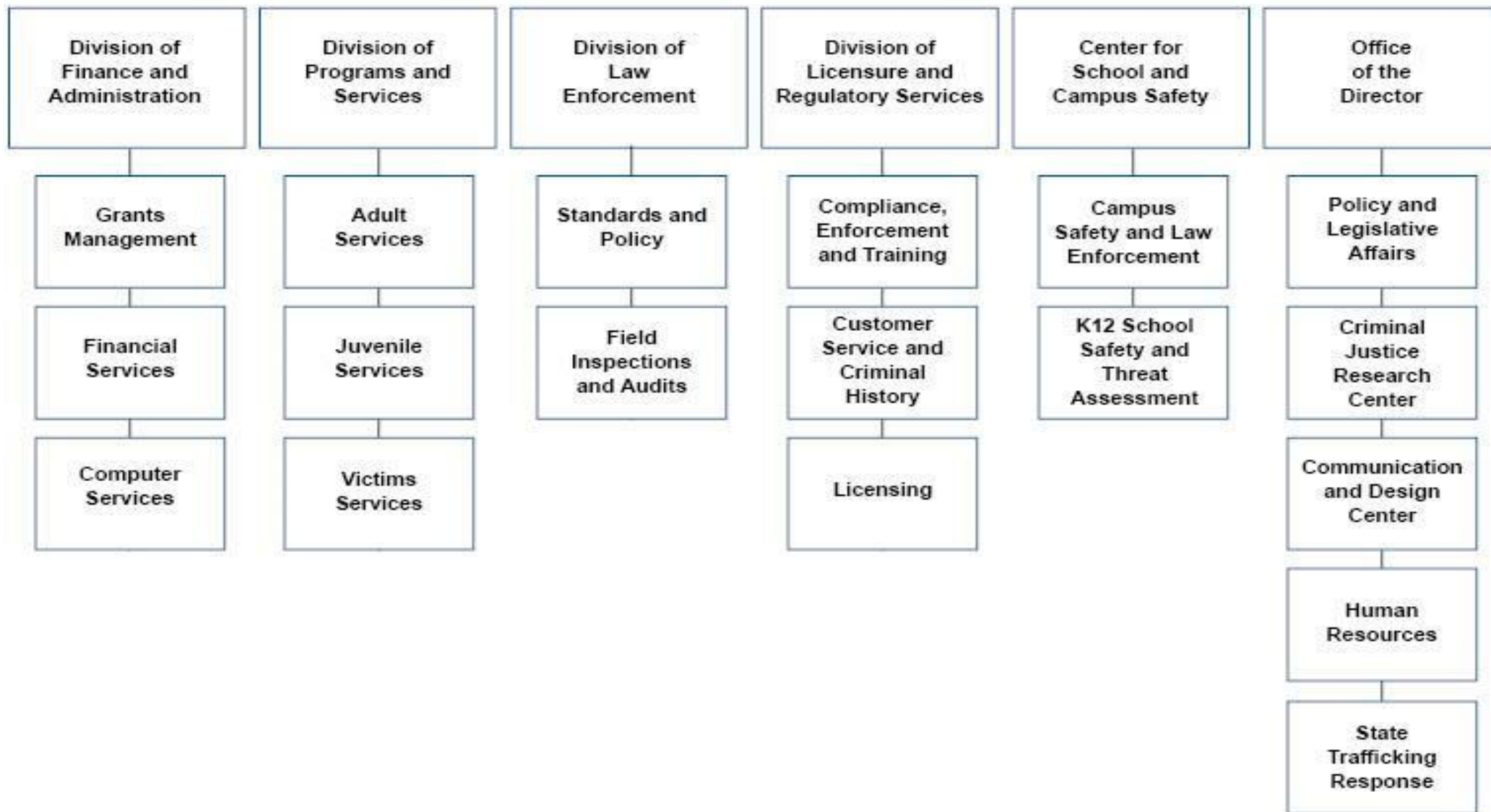
# The Department of Criminal Justice Services

DCJS is a multi-faceted agency, dedicated to improving and promoting public safety across the Commonwealth.

There are several divisions within the agency, each responsible for carrying out a different aspect of this mission.



Department of Criminal Justice Services  
Director & Chief Deputy Director



# DCJS Constituents & Stakeholders

- Law Enforcement Agencies
- Law Enforcement Training Academies
- Commonwealth's Attorneys
- Local Government Officials
- Private Security Businesses
- Private Security Registrants
- Private Security Training Schools
- BB/BEA
- Special Conservators of the Peace (SCOPS)
- Locksmiths
- Tow Truck Drivers
- CJSB/PSSAB
- Non-profit Organizations
- Courts – juvenile, circuit, general district
- Local Probation
- State Probation
- Public School Personnel
- State Agencies
- Federal Agencies
- Virginia State Crime Commission
- Virginia Association of Campus Law Enforcement Administrators
- Virginia Law Enforcement Professional Standards Commission
- Virginia Law Enforcement Accreditation Coalition
- Crime Prevention Training Advisory Committee
- Law Enforcement Command Advisory Group
- Virginia Association of Directors of Criminal Justice Training
- Virginia Crime Prevention Association
- International Association of Chiefs of Police
- Supreme Court of Virginia
- Community Corrections
- Treatment Agencies
- CIT Programs
- Victim Agencies
- Children/Juvenile Programs
- Trainings and People Trained
- Sexual Assault Victims
- Domestic Violence Victims
- Campus Security Officers
- School Resource Officers
- Private and Public Institutions of Higher Education



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# Division of Programs and Services

**The Division provides assistance to Adults, Juveniles, and Victims.  
These services include:**

- Probation and Pretrial training and standards
- Jail Mental Health programs
- Post Incarceration Re-entry programs
- Residential Substance Abuse Treatment
- Juvenile Justice and Delinquency Prevention
- Child Welfare/Court Appointed Special Advocate Program
- Emergency Crisis Response
- Training
- Grants Administration



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# Virginia Center for School and Campus Safety (VCSCS)

Through ***Virginia Code § 9.1-184***, the VCSCS is mandated to:

- Provide training for stakeholders
- Develop and disseminate resources to improve school safety
- Facilitate the annual school safety audit pursuant to § 22.1-279.8
- Provide technical assistance for Virginia School Divisions
- Develop partnerships to promote school safety and campus in Virginia



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# Division of Licensure and Regulatory Services

**The Division provides oversight and enforcement of five statutory or regulatory programs serving the private side of public safety.**

- Private Security Services (security officers; private investigators; armored car personnel; electronic security technicians, sales representatives, dispatchers; personal protection specialists; locksmiths, etc.)
- Bail Bondsmen (property, surety and agent)
- Bail Enforcement Agents
- Special Conservator of the Peace
- Tow Truck Drivers



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# Division of Law Enforcement

**The Division is responsible for regulating criminal justice professionals and criminal justice training academies across the Commonwealth.**

**This includes:**

- Facilitating revisions to training standards
- Tracking mandated training
- Certifying and de-certifying law-enforcement officers and jail officers
- Academy and agency audits to ensure compliance
  - Six Field Services Coordinators cover the state (3FTE; 3PTE)
- Virginia Law Enforcement Professional Standards Committee accreditation
- Developing model policies



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# Law-Enforcement Agencies Regulated by DCJS

City/County Sheriff's Offices	123
Police Departments	174
Campus Police Departments	41
State Law-Enforcement Agencies	12
Private/Airport/Railroad	20
Criminal Justice Training Academies	39
LE Communications Centers	43
Regional Jails/Detention Centers	24
<b>TOTAL Agencies</b>	<b>476</b>



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# Officers Regulated by DCJS

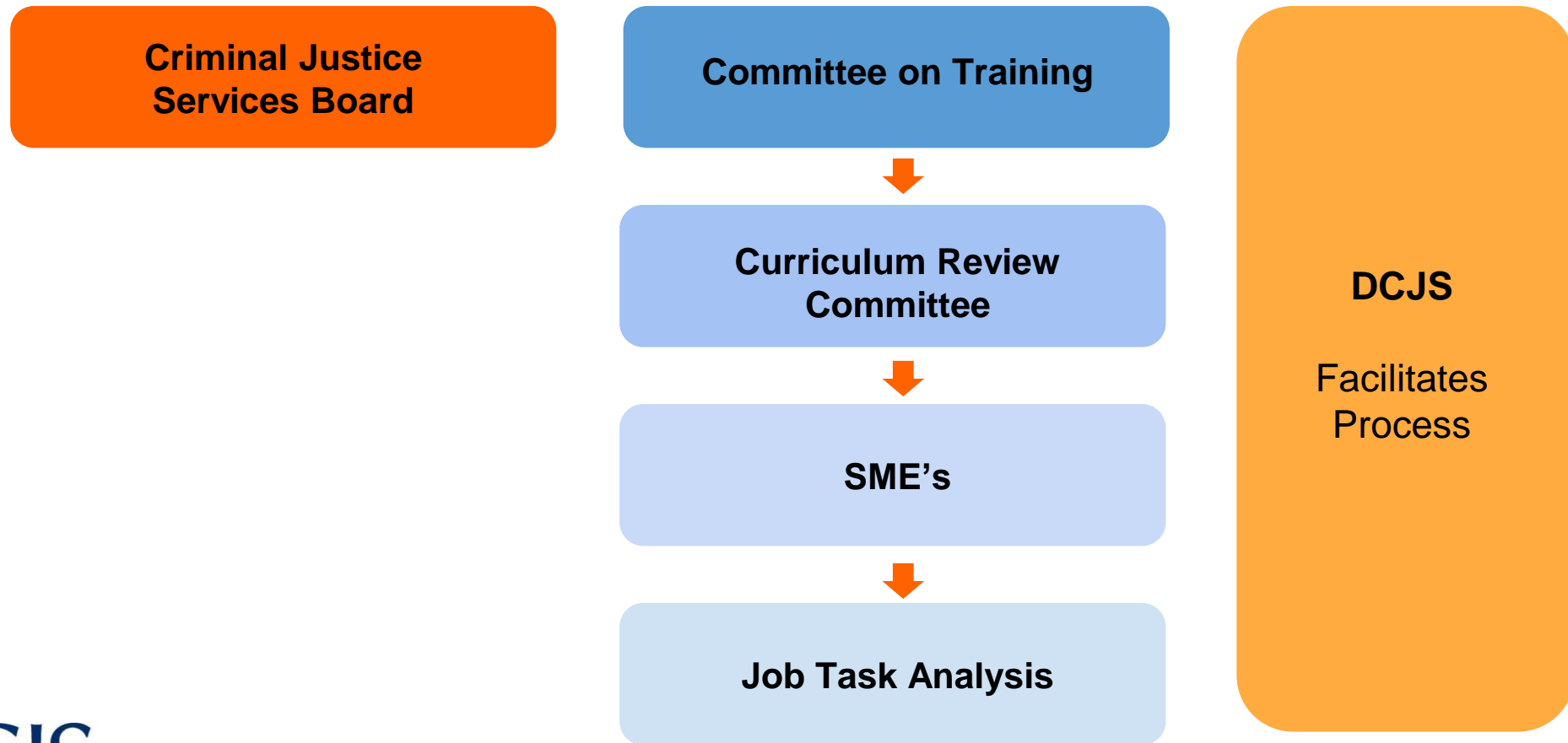
Law-Enforcement Officers	22,280
Jail Officers	6,910
Court Security/Civil Process	345
Dispatchers	3,344
Corrections	8,176
<b>TOTAL</b>	<b>41,055</b>



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# Training Standard Structure



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# Committee on Training Membership

## *Virginia Code § 9.1-112*

The Committee on Training (COT) is composed of 15 members of the Criminal Justice Services Board:

- The Superintendent of the Department of State Police
- The Director of the Department of Corrections
- The member of the Private Security Services Advisory Board
- The Executive Secretary of the Supreme Court of Virginia
- The two sheriffs representing the Virginia State Sheriffs Association
- The two representatives of the Virginia Chiefs of Police Association
- The active-duty law enforcement officer representing police and fraternal associations
- The attorney for the Commonwealth representing the Association of Commonwealth's Attorneys
- The representative of the Virginia Municipal League
- The representative of the Virginia Association of Counties
- The regional jail superintendent representing the Virginia Association of Regional Jails
- The citizen representing community interests
- One member designated by the chairman of the Board from among the other appointments made by the Governor



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# Curriculum Review Committee Membership

## 6 VAC 20-20-10

The Law Enforcement Curriculum Review Committee (CRC) consists of nine individuals representing the certified criminal justice training academies, appointed by the Committee on Training (COT).

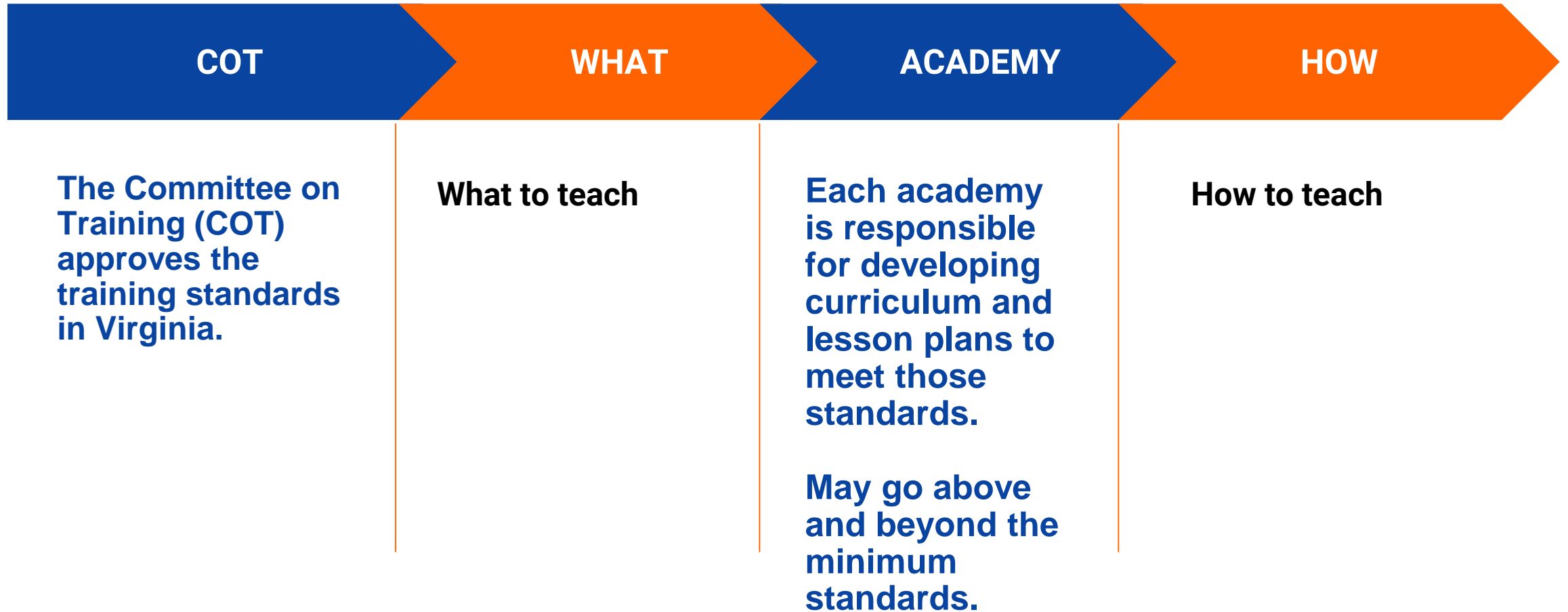
- Four members representing regional criminal justice training academies
- Four members representing independent criminal justice training academies
- One member representing the Department of State Police Training Academy



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# Law-Enforcement Training in Virginia



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# Academy Structure in Virginia



**11 Regional Academies**  
*(serve 11,874 Law Enforcement Officers)*

## Each Regional Academy:

- Serves multiple agencies, including police departments, sheriff's offices, dispatch centers, and regional jails
- Provides mandated basic and in-service training as well as non-mandated training
- Receives funding from the state and from the member academies



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# Academy Structure in Virginia



## **28 Independent Academies**

*(Including DCJS, serve 10,406 Law Enforcement Officers)*

### **Each Independent Academy:**

- Serves only one agency
- Provides all mandated training for that agency as well as non-mandated training
- Is primarily self-funded



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# Current Academy Law-Enforcement Officer Population

<b>Independent</b>	<b>10,406</b>
<b>Regional</b>	<b>11,874</b>



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# Regional Academy State Funding FY2020

Cardinal	\$160,187
Central Shenandoah	\$254,448
Central Virginia	\$255,304
Crater	\$201,691
Hampton Roads	\$335,254
New River	\$85,822
Northern Virginia	\$362,285
Piedmont	\$92,182
Rappahannock	\$259,177
Skyline	\$94, 587
Southwest	\$183,548
<b>TOTAL:</b>	<b>\$2,284,484</b>

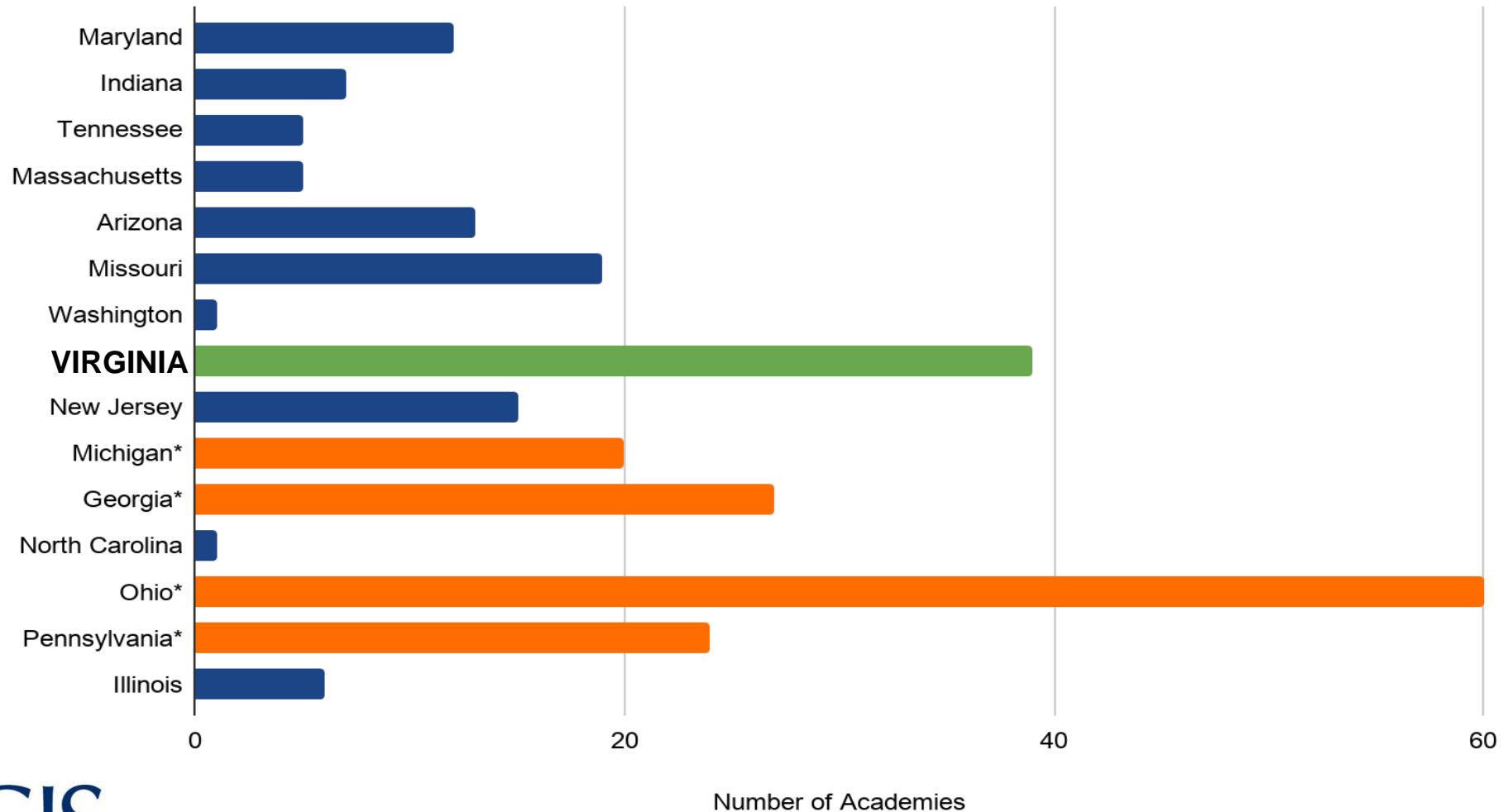
\$1,001,074 of this is state general fund dollars, the rest generated by court fees paid into the Regional Criminal Justice Training Academies Fund.



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# Academy Numbers by State with Similar Populations

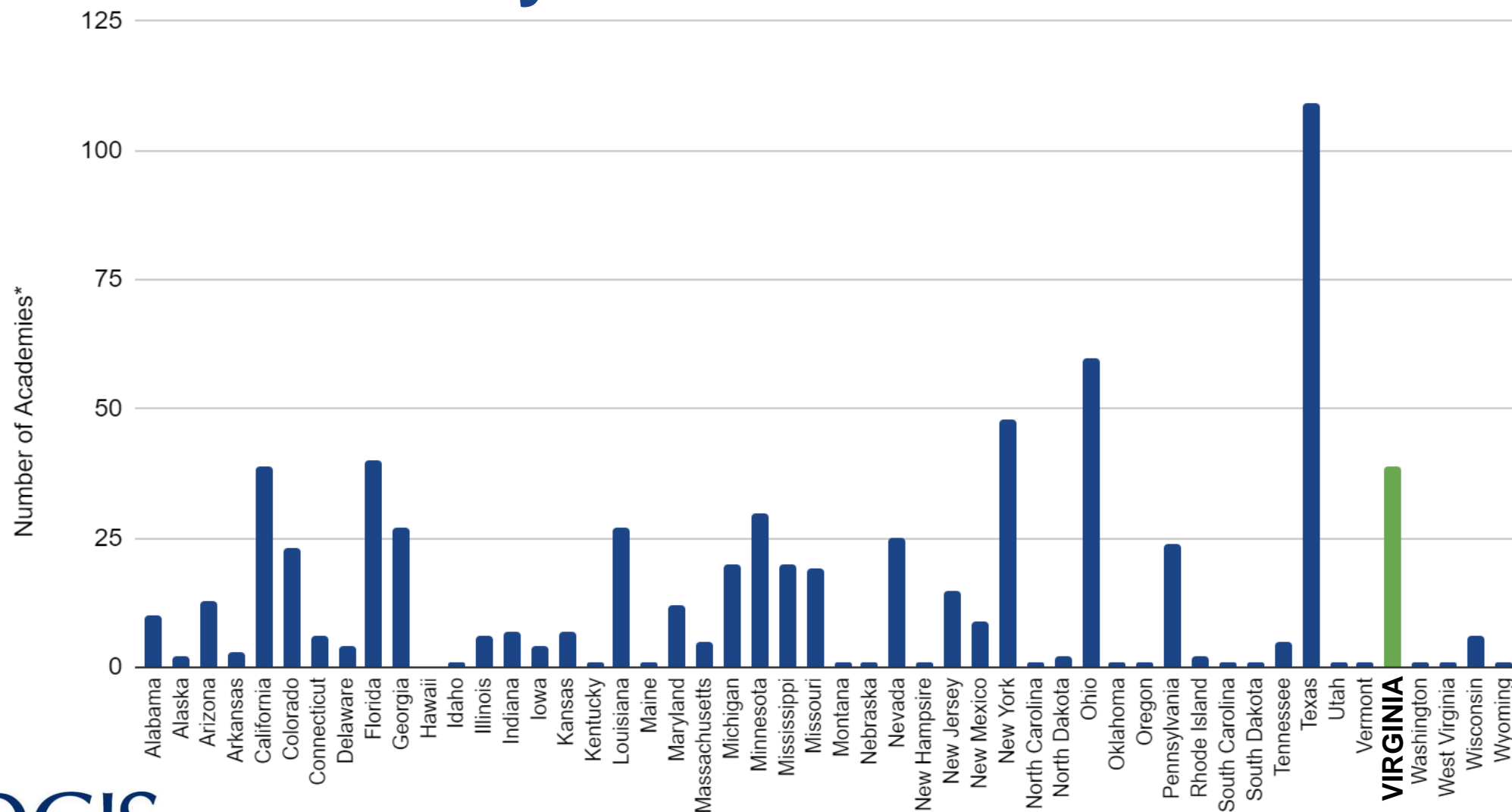


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■ \*Includes college/university programs

# Academy Numbers Nationwide



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*\*Some states combine the number of academies with those of college/university programs.  
Source: Per the Bureau of Justice Statistics, there are 664 academies across the country (2013).*

# Basic Training

	Minimum Mandated Hours	Actual Hours
Basic Training	480 hours	680–1500 hours
Field Training	100 hours	100–800 hours



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# In-Service Training

**Law-Enforcement Officers** are required to complete 40 hours of in-service training every two years.

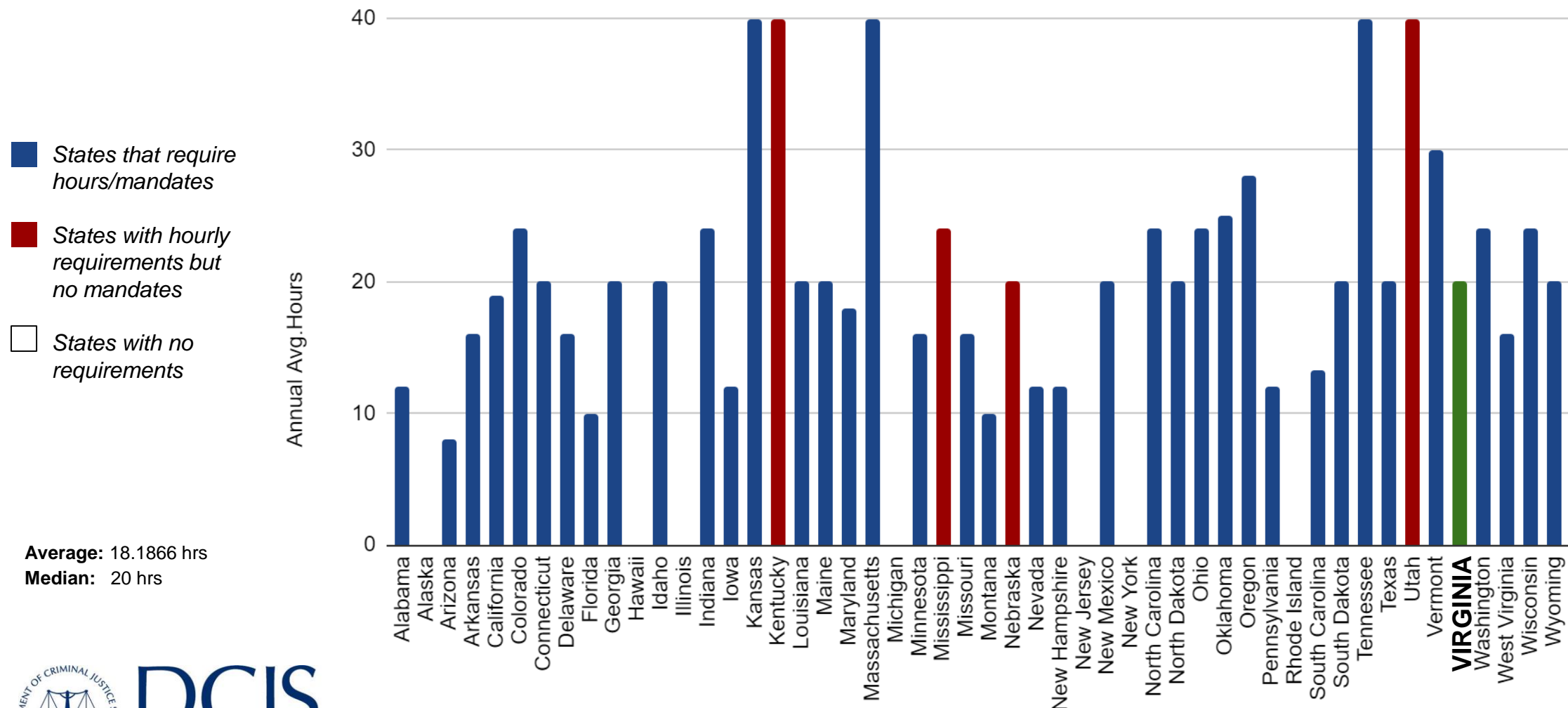
General career development	34 hours
Legal training	4 hours
Cultural diversity	2 hours
<b>TOTAL:</b>	<b>40 hours</b>



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# Average Annual In-service Hours and Mandates By State



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# National In-service Hours and Mandates

State	Annual Avg.	Hours	Break down
Alabama	12	12/year	Interpersonal communications, mental health awareness, ethics & professionalism, and officer/violator Contact
Alaska	0	None	N/A
Arizona	8	8/every 3 years	Firearms, emergency vehicle operations, pursuit, first aid, physical conditioning, and high risk stops
Arkansas	16	16/year	Ethics, firearms, uof, defensive tactics, racial profiling, sexual harassment, PREA, CPR, and critical incident report writing
California	19	38/2 year	4 arrest and control, 4 driver training, 4 tactical firearms, + others depending on assignment/rank
Colorado	24	24/year	12 arrest control, driving, and firearms
Connecticut	20	60/3 year	Minimum of 3 hours firearms/yearly is recommended; others depending on assignment
Delaware	16	16/year	Annual firearms qualification, varied career-related training, and must also do CPR, AED, First Responder certification
Florida	10	40/4 year	Firearms qualification every 2 years plus human diversity, uof, domestic violence, discriminatory profiling and professional Traffic stops, and juvenile sexual offender investigations training
Georgia	20	20/year	Varies but must include 1 hour firearms proficiency, 1 hour use of deadly force, and 2 hours community policing
Hawaii	0	None	N/A
Idaho	20	40/2 years	No specific number of hours required, but departments are required to train officers in civil rights, constitutional and proper Use of law enforcement authority, cultural competency, human rights, law update, procedural justice or use of force
Illinois	0	None	N/A
Indiana	24	24/year	2 firearms, 2 use of force, 2 driving
Iowa	12	12/year	1 hour mental health, firearms, CPR
Kansas	40	40/year	Any police-related topic, plus bias-based policing
Kentucky	40	40/year	None specified
Louisiana	20	20/year	8 firearms, 4 officer survival, 2 legal, 6 elective
Maine	20	40/2 years	Varies by cycle, 20 will be mandated, 20 elective (topics change yearly but include implicit bias and autism training); firearms & legal update constant



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# National In-service Hours and Mandates

State	Annual Avg.	Hours	Break down
Maryland	18	18/year	Firearms qualification yearly; sexual abuse, treatment of victims of crime, victims' services, and identity fraud victims' rights every 3 years. CPR every 2 years
Massachusetts	40	40/year	Firearms qualification and CPR every year; electives change yearly
Michigan	0	None	Firearms proficiency required yearly; the state does set advisory training standards: officer safety, communication, emergency vehicle operations, defensive tactics, legal update and mental disorders
Minnesota	16	48/3 years	Use of force yearly, driving every 5 five years
Mississippi	24	24/year	None/varies by department
Missouri	16	48/3 years	Must include 1 hour racial profiling, 2 hours mental health, 2 hours officer well being, 2 hours implicit bias recognition, 2 hours de-escalation, and 2 hours firearms
Montana	10	20/2 years	Varies by department but must include a yearly review of police code of ethics
Nebraska	20	20/year	None specified/varies by department
Nevada	12	12/year	Legislative mandated topics including de-escalation, officer wellbeing, firearms, racial profiling, mental health, human trafficking, intrinsic bias
New Hampshire	12	12/year	4 fa/uof; 8 any topic plus first aid, CPR, and DT refreshers
New Jersey	0	Varies	FA, UoF, Pursuit, Domestic Violence mandated for all, remainder varies based on assignment/department
New Mexico	20	5.5/year, 40/2 years	DV (1), child safety (1), child abuse (1), and pursuit training required
New York	0	None unless accredited	21/year if accredited; all officers must receive annual instruction in deadly physical force and the use of firearms and other weapons
North Carolina	24	24/year	Legislative mandates that can change yearly



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# National In-service Hours and Mandates

State	Annual Avg.	Hours	Break down
North Dakota	20	60/3 years	Firearms plus varying topics (that may be online only)
Ohio	24	24/year	Varying topics including community-police relations and crisis de-escalation
Oklahoma	25	25/year	Annual firearms qualification and at least 2 hours de-escalation training
Oregon	28	84/3 years	8 firearms/use of force/year; 1 ethics/year; 3 mental health/CIT/year plus CPR; others as appropriate based on assignment/rank
Pennsylvania	12	12/year	annual firearms qualification, CPR and first aid, legal updates
Rhode Island	0	None	Hate crimes, gangs, and domestic violence training required by statute that may change yearly
South Carolina	13.33	40/3 year	Legal update and domestic violence/yearly
South Dakota	20	40/2 years	Firearms and varying other topics
Tennessee	40	40/year	Child sexual abuse, emergency vehicle operation and 8 hours of firearms proficiency
Texas	20	40/2 years	De-escalation required yearly but no set hours; legal update, cultural diversity, and special investigative topics; additional training requirements for "intermediate peace officer" recertification
Utah	40	40/year	None specified/varies by department
Vermont	30	30/year	Firearms, CPR, domestic violence
<b>Virginia</b>	<b>20</b>	<b>40/2 years</b>	<b>34 career-related, 4 legal, 2 cultural diversity; annual firearms qualification</b>
Washington	24	24/year	2 de-escalation, none others specified
West Virginia	16	16/year	Firearms plus varying topics
Wisconsin	24	24/year	Handgun proficiency yearly; pursuit every other year
Wyoming	20	40/2 years	Requirement varies based on tenure as officer, required topics may vary based on assignment



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# Current Review Process

- In 2017, DCJS began the process of updating the Compulsory Minimum Training Standards for Entry Level Law-Enforcement Officers pursuant to a requirement in the state budget.

“The Director and the Board shall ensure that the training standards appropriately educate law-enforcement officers in the areas of mental health, community policing, and serving individuals who are disabled. The updated compulsory minimum training standards shall, where appropriate, include consideration of, but not be limited to, the recommendations of the President’s Task Force on 21<sup>st</sup> Century Policing. The Director shall identify current resources available to officers in dealing with situations related to mental health and identify what resources are needed.”

- Review began with a contractor driven Job Task Analysis (JTA), which was a survey of over 1,500 law enforcement officers across the Commonwealth to determine the tasks deemed essential for a new officer.



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# Current Review

DCJS staff has facilitated meetings with SMEs and the CRC to revise current standards, remove unnecessary standards, and create new standards, using the JTA and 21<sup>st</sup> Century Task Force Report as guide posts.

Draft revised standards in the areas of de-escalation, bias-based policing, and responding to persons in crisis have seen significant enhancement.

Draft revised standards include recommendations for additional content on active attack response training and officer wellness.



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# Training Standards Revision Presentations

**September 2020 – March 2021**

- DCJS and the CRC will meet with the public and law-enforcement agencies to present and discuss the proposed revisions.
- Meetings will take place regionally, in an effort to provide opportunities for extensive feedback.
- After these meetings, additional revisions will likely occur.



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# Approval Process



- Notice of proposed revisions and an opportunity for public comment are posted on the Virginia Regulatory Town Hall for a minimum of 60 days.
- After these series of meetings and reviews, the training standards are presented to the COT for review and approval.



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# Committee on Training Review

The CRC will present the proposed revisions to the COT. Public comment is available during the COT meeting. The COT can vote in the following manner during the meeting:

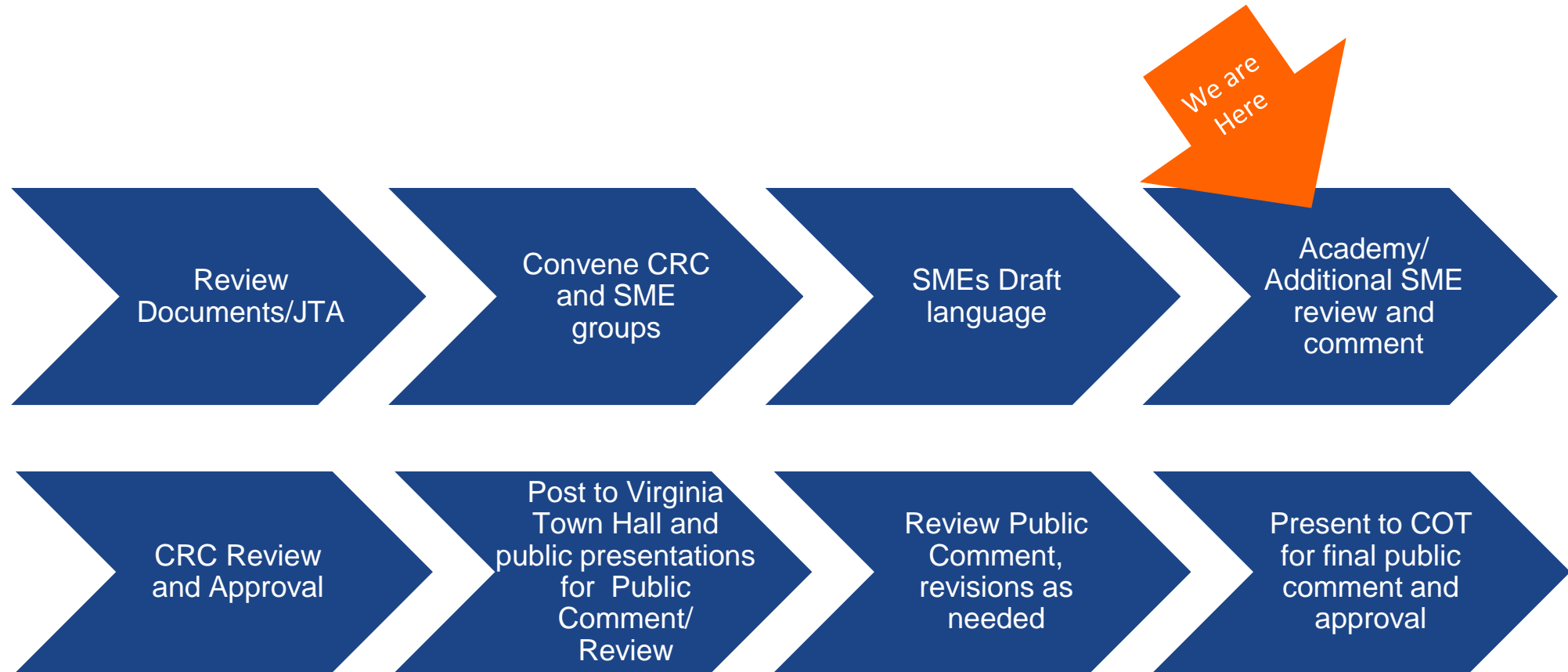
Reject all proposed language and decide no revisions are necessary.	Reject all proposed language and ask for additional work.
Accept all proposed language as submitted.	Accept proposed language with additional revisions made during the meeting.



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# Summary of Process



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# Current Training Standards Categories

There are currently eight mandatory categories of training.

Professionalism	Legal Issues	Communication	Patrol
Investigations	Defensive Tactics Use of Force	Driver Training	Weapons



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# Draft Revised Training Standards

<b>Professionalism</b> <ul style="list-style-type: none"><li>+ Police Ethics</li><li>+ Bias-Based Policing</li><li>+ Duty to intervene</li></ul>	<b>Legal Issues</b> <ul style="list-style-type: none"><li>+</li></ul>	<b>Communication</b> <ul style="list-style-type: none"><li>+ Interacting with persons in crisis</li></ul>	<b>Patrol</b> <ul style="list-style-type: none"><li>+</li></ul>	
<b>Investigations</b> <ul style="list-style-type: none"><li>+</li></ul>	<b>Defensive Tactics</b> <b>Use of Force</b> <ul style="list-style-type: none"><li>+</li></ul>	<b>Driver Training</b> <ul style="list-style-type: none"><li>+</li></ul>	<b>Weapons</b> <ul style="list-style-type: none"><li>+</li></ul>	<b>Officer Wellness</b>

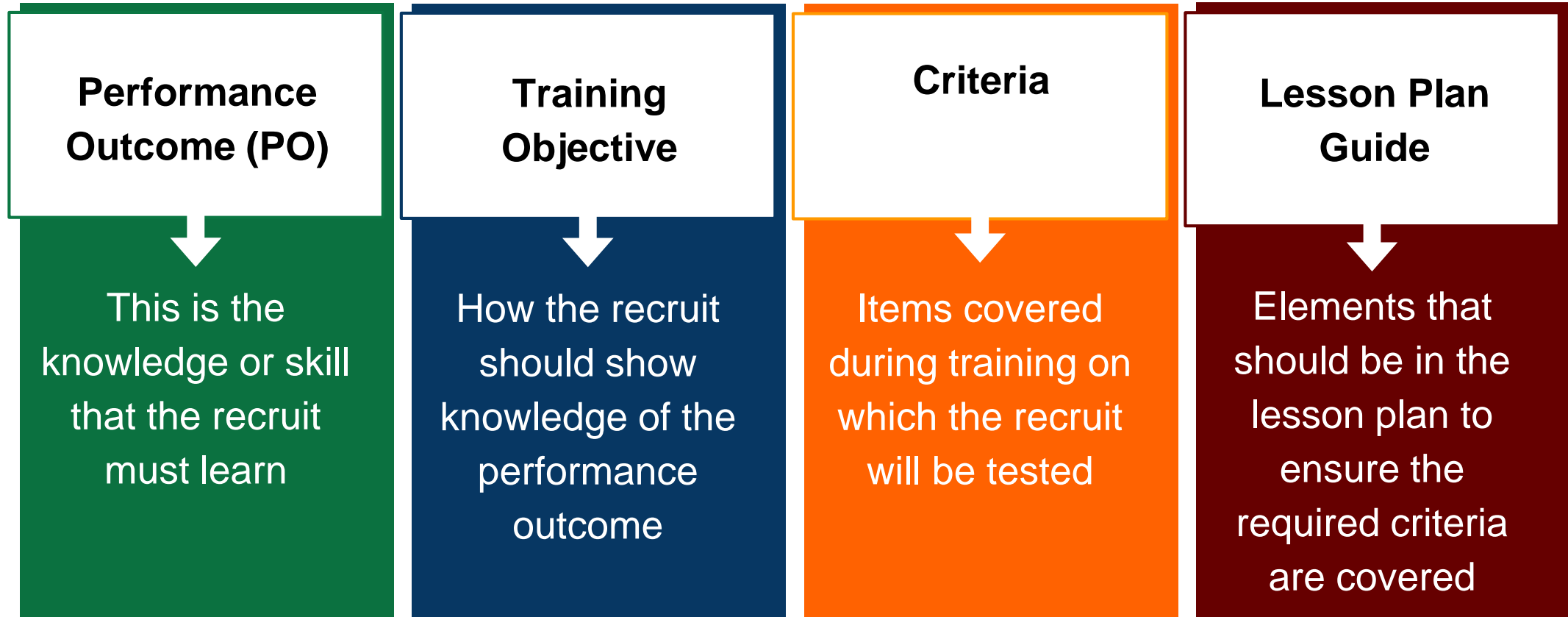


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# Structure of Training Standards

A training standard is broken down into several components:



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# Hiring Officers in Virginia

- Agencies are required to do background investigations on prospective officers.
  - Statute only specifies a fingerprint-based criminal history records check for purposes of the background investigation.
  - Information regarding past performance/termination is not often easily discovered or shared.
    - Hiring agencies cannot access a potential officer's training records without the officer's express consent.
  - Chiefs, Sheriffs, and DCJS have civil immunity for good faith disclosure of information (Va. Code Section 15.2-1709).



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# Decertification in Virginia

Officers are subject to decertification in the following circumstances:

Conviction of or guilty/no-contest plea to a: <b>Felony</b>	<b>Failure to comply with training requirements</b>
Conviction of or guilty/no-contest plea to a: <b>Misdemeanor of moral turpitude</b> <b>Misdemeanor sex offense</b> <b>Misdemeanor domestic assault</b>	<b>Refusal to submit to a drug screen or Providing a positive drug screen</b>

There are no statutory grounds to decertify an officer based on ethical concerns, policy violations, Brady violations, non-criminal excessive force, or general misconduct.



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# Decertifications in Virginia

Year	Number of Decertifications	Type of Qualifying Events
2015	8	Felony (4)
		Misdemeanor of moral turpitude (3)
		Misdemeanor sex offense (1)
2016	7	Felony (7)
2017	7	Felony (5)
		Misdemeanor of moral turpitude (2)
2018	15	Felony (5)
		Misdemeanor of moral turpitude (3)
		Positive drug screen (3)
		Misdemeanor sex offense (2)
		Misdemeanor domestic assault (2)
2019	6	Felony (4)
		Misdemeanor of moral turpitude (1)
		Misdemeanor domestic assault (1)
2020	1	Felony

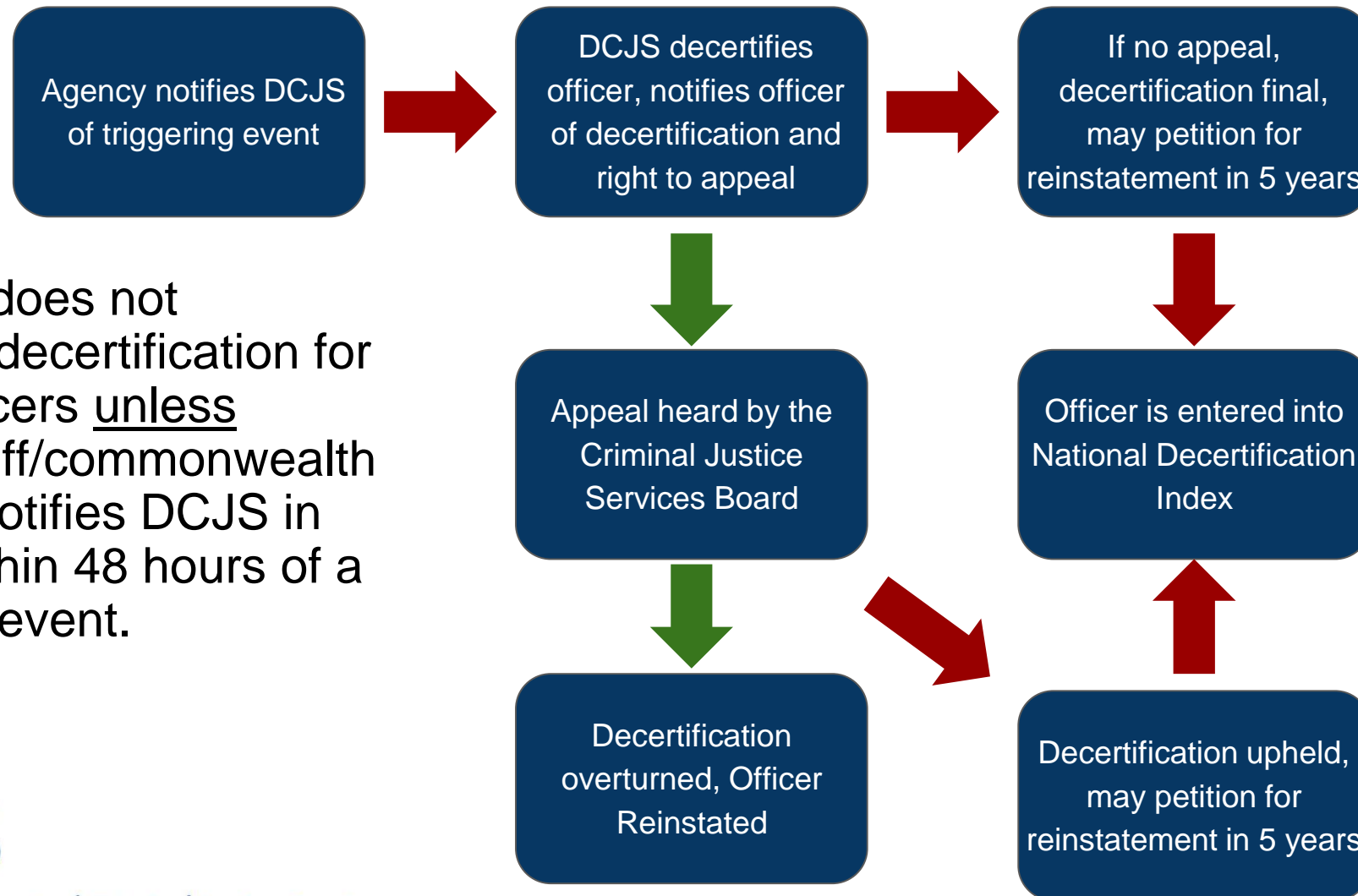


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# Decertification Process

VA Code does not authorize decertification for active officers unless chief/sheriff/commonwealth attorney notifies DCJS in writing within 48 hours of a triggering event.



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# Termination vs. Decertification in Virginia

- Termination or resignation does not mean decertification.
- Termination information is uploaded into the DCJS database by employing agencies.
  - DCJS is not privy to cause(s) for separation/termination.
- There is no other centralized database for officers who have been terminated for cause but not decertified.



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# National Decertifications

Virginia is a participant in the voluntary National Decertification Index (NDI), a national registry of certificate or license revocation actions maintained by the International Association of Directors of Law Enforcement Training (IADLEST).

When a decertification is finalized, DCJS staff enters the former officer in the secure NDI database.

Over 150 state or local agencies in Virginia have access to NDI.

# Questions?

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